

ManTech

ManTech Systems Engineering Corporation
Individual Subcontract Plan
for
N00024-14-R-4110

Prepared by:

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Sr. Subcontracts Administrator

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Approved by:

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Telephone Number:

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Solicitation Number:

N00024-14-R-4110

Due Date:

April 18, 2014

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TYPE OF PLAN: (Check only one)

 X **INDIVIDUAL SUBCONTRACT PLAN:** Covers the entire contract period (including option periods), applies to a specific contract, and has goals that are based on the company's planned subcontracting and purchasing in support of the performance of a specific contract, except that indirect costs incurred for common or joint purposes may be allocated on a prorated basis to the contract.

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1.0 INTRODUCTION

This subcontracting plan is submitted in compliance with the policy of the United States Government that Small Businesses (SB), Small Disadvantaged Businesses (SDB), Women-owned Small Businesses (WOSB), Historically Underutilized Business Zone Small Businesses (HUBZone), Veteran-owned Small Businesses (VOSB), Service-disabled Veteran-owned Small Businesses (SDVOSB), Historically Black Colleges and Universities (HBCU) and Minority Institutions (MI), Alaska Native Corporations (ANCs) and Indian Tribes be given the maximum practicable opportunity to participate as subcontractors in the performance of contracts awarded by any Federal agency in compliance with the requirements of solicitation number N00024-14-R-4110.

2.0 MANTECH INTERNATIONAL CORPORATION

ManTech is a large professional services company with a staff of more than 10,000 personnel and several thousand consultants in hundreds of locations across the globe, with annual enterprise sales exceeding \$2.5 billion. With a strong financial corporate track record, we have developed a broad technology-oriented business base and sustained an enviable record of growth by responding to customer needs and continually expanding into new markets while remaining at the forefront of technological innovation. We have more than 1,000 active contracts with a current backlog valued in excess of \$5.3 billion.

ManTech has over 46 years of experience providing continuous professional services to a diverse customer base among Federal Government, Department of Defense, Intelligence Community, state government, universities, and commercial enterprises.

2.1 ManTech's Small Business Achievements

ManTech places a high priority on establishing effective subcontracting relationships to complement our performance capabilities and to support our clients in meeting their small business subcontracting goals. From 2004 through 2013, ManTech awarded an average of 59.61% of all subcontracted dollars enterprise-wide to small businesses.

ManTech has a dedicated Small Business Program Office which is headed by our Small Business Liaison Officer, [REDACTED], who has been recognized as having an outstanding level of accomplishment and service to the Small Business community. Her talents and that of her organization will be an integral part of our team. ManTech currently has an Acceptable rating by DCMA for our Small Business Program.

As shown in Table 2-1 below, ManTech consistently exceeds its small business subcontracting requirements. Our proven performance in meeting subcontracting requirements, combined with the methods provided herein, offer the Government strong evidence of our ability to meet this contract's small business subcontracting requirements.

Table 2-1. ManTech's Prior SB Performance

TYPE OF SMALL BUSINESS	PERCENT OF TOTAL SUBCONTRACTING DOLLARS									
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Small Business	58.9	63.0	66.1	63.4	56.0	64.8	59.8	59.4	64.9	39.8
Small Disadvantaged Business	10.4	9.6	10.2	8.8	7.6	7.8	6.9	7.3	12.8	7.3
Woman-Owned Small Business	5.7	8.0	7.2	5.2	6.8	6.0	10.2	9.4	13.0	7.0
HUBZone Small Business	0.9	1.0	1.1	1.4	0.7	0.9	0.7	0.6	0.3	0.4
Veteran-Owned Small Business	10.3	10.5	9.8	7.9	8.1	8.2	9.3	13.3	15.7	9.0
Service-Disabled, Veteran-Owned Small Business	0.9	1.2	1.3	2.0	3.6	4.1	5.1	7.5	7.7	5.3

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3.0 MANTECH'S COMMITMENT TO SMALL BUSINESS

3.1 The Subcontract Plan

This subcontracting plan reflects ManTech's continuous commitment to identify and assist Small Business Concerns, and afford these firms an equitable opportunity to compete for ManTech subcontracts. The goals set forth in this plan are based on data developed during the contract proposal period and were based on previous experience in producing similar items and acquiring services from potential subcontractors.

Teaming and subcontracting efforts will be initiated to augment the services provided by ManTech to the Government under this contract. In accordance with this subcontracting plan, all means to subcontract to all classes of viable small business concerns will be employed to provide the maximum practicable opportunity for such businesses to perform as subcontractors.

Please note that any purchases charged to ManTech indirect cost pools are not included in these goals.

Sources for subcontracting are identified by review of ManTech source lists; DoD's System for Award Management (SAM) and SBA's Dynamic Small Business Search. ManTech is aware that under 15 U.S.C 637(d)(4)(F), when a contractor fails to make a good faith effort to comply with a subcontracting plan and objectives are not achieved liquidated damages shall be paid by the contractor. In accordance with FAR 52-219-9(d), the table below shows totals and percentages of planned subcontracting dollars for the contract period of performance.

Table 3-1. Totals and Percentages of Subcontracted Dollars

	Total Contract Period	
	Dollars	Percent
A. Total Estimated Contract Value	\$ 39,627,610.16	
B. Planned Subcontract Dollars	\$ 23,721,021	59.9%
C. Planned Subcontract Dollars to Large Business		
(Percent of Subcontract Dollars)	\$ 15,426,812.18	65.0 %
D. Planned Subcontract Dollars to Small Business		
(Percent of Subcontract Dollars)	\$ 8,294,209.11	35.0 %
D1. Small Disadvantaged Business (SDB)		
(Percent of Subcontract Dollars)	\$ 1,186,369.36	5.0 %
D2. Woman-Owned Small Business (WOSB)		
(Percent of Subcontract Dollars)	\$ 1,186,369.36	5.0 %
D3. HUBZone Small Business (HUBZone)		
(Percent of Subcontract Dollars)	\$ 0	0 %
D4. Veteran-Owned Small Business (VOSB)		
(Percent of Subcontract Dollars)	\$ 1,660,917.11	7.0 %
D4a. Service-Disabled Veteran-Owned (SDVOSB)		
(Percent of Subcontract Dollars)	\$ 0	0 %
D5. Alaska Native Corporations (ANCs) and Indian Tribes that have not been certified by the Small Business Administration as Small Disadvantaged Businesses		
(Percent of Subcontract Dollars)	\$ 0	0 %
D6. Alaska Native Corporations (ANCs) and Indian Tribes that are not Small Businesses		
(Percent of Subcontract Dollars)	\$ 237,273.87	1.0 %

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During the execution of the SMLIS program two large businesses were brought onto the program, CACI and CSC. ManTech sought to offset the effect to our Small Business Plan by bringing on additional small businesses; Expertas, Target, USIT, DataSource and Buurma; however, the total small business dollars for these companies (\$5.787M) will not compensate for the high dollar amounts added to the program by the two large businesses (\$8.646M); however, the addition of the small businesses does bring ManTech closer to the total DoD small business goal of 36.7%. ManTech will strive to achieve the small business goals throughout execution of this bridge contract by soliciting small businesses for additional level of effort and redistributing current LOE whenever possible.

ManTech does not currently have any small business subcontracting opportunities for SDVOSB; however ManTech is highly committed to subcontracting with Veteran Owned Small Business (VOSB). Our percentage of VOSB is projected to be 7% of the subcontracting dollars.

ManTech also has identified a small business area in which we do not project to meet HUBZone goals. Our current subcontractor incumbant Chenega was previously classified as a HUBZone but was recently reclassified. Due to the Government's desire for continuity in services from the current contract to the bridge contract, ManTech did not actively seek a replacement for any current subcontractors

As a result of the limited types of services available for subcontracting, there are no opportunities beyond those being subcontracted to our SDB, WOSB, and VOSB partners. However, if the opportunity arises to utilize additional subcontractors, ManTech will make every effort to subcontract with small businesses from the under-represented categories.

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FAR 19.704(a)(1) requires separate dollar and percentage goals for using small business concerns for the base year and each option year.

A. Estimated dollar value of all planned subcontracting, i.e., to all types of business concerns under this contract is:

Contract Period:	Base Year	1 st Option
Dollar Value:	\$11,835,671.43	\$11,885,349.85

B. Estimated dollar value* and percentage of planned subcontracting to small business concerns is:

(*This figure includes the amount in C., D., E., F., and G. below.)

Contract Period:	Base Year	1 st Option
Dollar Value:	\$4,141,137.47	\$4,153,071.65
Percentage:	35.0%	34.9%

C. Estimated dollar value and percentage of planned subcontracting to small disadvantaged business (SDB) concerns is:

Contract Period:	Base Year	1 st Option
Dollar Value:	\$593,184.68	\$593,184.68
Percentage:	5.0%	5.0%

D. Estimated dollar value and percentage of planned subcontracting to women-owned small business (WOSB) concerns is:

Contract Period:	Base Year	1 st Option
Dollar Value:	\$593,184.68	\$593,184.68
Percentage:	5.0%	5.0%

E. Estimated dollar value and percentage of planned subcontracting to HUBZone small business concerns is:

Contract Period:	Base Year	1 st Option
Dollar Value:	\$0	\$0
Percentage:	0.0%	0.0%

F. Estimated dollar value and percentage of planned subcontracting to veteran-owned small business (VOSB) concerns is:

Contract Period:	Base Year	1 st Option
Dollar Value:	\$830,458.55	\$830,458.55
Percentage:	7.0%	7.0%

Note: Includes service disabled veteran-owned small business (SDVOSB) concerns.

G. Estimated dollar value and percentage of planned subcontracting to service disabled veteran-owned small business (SDVOSB) concerns is:

Contract Period:	Base Year	1 st Option
Dollar Value:	\$0	\$0
Percentage:	0.0%	0.0%

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4.0 MANTECH'S SUBCONTRACTORS

Under the solicitation N00024-14-R-4110, ManTech will contact small business liaison offices in the states/locations where tasks are to be performed to identify potential teaming/subcontracting partners. ManTech firmly believes that the systematic development of all Small Business Concerns is one of the best investments that can be made in furthering the economic and industrial growth of our nation. ManTech is committed to a management approach that is rooted in communication, measurable results, accountability and continuous improvement. We view our partner subcontractors, large and small, as fully integrated team members and hold them to the same high standard we expect of ourselves. Through close management and monitoring of our partner subcontractors' performance, open lines of communication, and relationship building with partner senior management, we will ensure that partner subcontractors are held accountable.

ManTech has set a revenue target for small business participation at 35% of subcontracted dollars, in line with Navy Ship Maintenance and Logistics Support Information Systems (SMLIS) Program published goal for 2014. We also plan to formally engage with the Agency's Office of Small and Disadvantaged Businesses Utilization (OSDBU) to validate and expand our plan upon award.

Table 4-1 outlines the principal types of supplies and services that may be subcontracted under the proposed effort. The services which our small businesses are anticipated to provide are broadly distributed across the areas of work expected in this program and are of the same technical complexity as those provided by ManTech. Our teammates' participation fulfills our objective of using the best resources that can provide integrated solutions while assisting the federal agency in fulfilling its socio-economic goals. These supplies and services are based on what we believe may be required under this contract. ManTech's small business partners are full partners and selected as members of ManTech's team with the expectation that they will perform a portion of the work under this contract.

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Table 4-1.Planned SubcontractedSupplies and Services

Subcontractor Company Name	Government Size Classification(s)*	Sub Technical Capabilities
AMSEC	L	.NET development; functional NAVSEA expertise
Arrowpoint Corporation	VOSB	.NET development; CDMD-OA, RADWEB and RADFILE technical and functional expertise; Oracle PL/SQL, Pro*C; PowerBuilder Development
Booz Allen Hamilton	L	Navy exp. AIM4FDNF Database support and Production Batch Operator.
Buurma Consulting, Inc.	WOSB	Over 20 years exp supporting LIMS.
CACI Enterprise Solutions, Inc	L	Over 20 years exp w/ NAVSEA Legacy Shipyard and MSE 1.0 database, System and Development support
Chenega Operations Services, LLC	SDB	SMEs with extended exp supporting ICAP, ORCAS, FHP, ICMP, MRS, PMSMIS, SHIPS-3M
Computer Sciences Corporation	L	Technical and functional support in the areas of SLDCADA, SMLIS SDLC Suite and PMO Headquarters
DataSource, Inc.	WOSB	Legacy Shipyard and MSE 1.0 COST and PPPP experts
Dell Services Federal Government, Inc	L	Java Development; Past Performance Systems technical and functional expertise; SQL
Dynamics Research Corporation	L	ARCMIS SME, System Administration, Oracle PL/SQL, Pro*C; C, C++ Development
Expertas L.P	VOSB	Information Assurance
International Business Machines	L	ABL Data Center, SMLIS Infrastructure, CATS; Windows, UNIX, LINUX, Citrix System Admin, DBA
Northrop Grumman Space and Mission Systems Corp	L	Support to PACFLT, MRMS and RMAIS
Target Media Mid Atlantic Inc.	WOSB, VOSB	EIS, TSS, DLA 339, APL, ECDS and TDP SMEs
U.S. Information Technologies Corporation	S	Oracle DBA support for Legacy Shipyard Applications, MSE 1.0 and MSE 1.1
Washington Technology Group, Inc	SDB	NAVSEA PMO-IT, Business Objects and functional SME

*Government Size Classification: **LB** (Large), **SB** (Small Business), **SDB**(Small Disadvantage Business), **WOSB**(Women-Owned Small Business), **HUBZone** (Historically Underutilized Business Zone Small Businesses), **VOSB**(Veteran-Owned Small Business), **SDVOSB** (Service-Disabled Vet Owned Small Business), **HBCU/MI** (Historically Black Colleges/Universities and Minority Institutions), **ANCs/ITs**(Alaska Native Corporations and Indian Tribes)

Services to be provided by Large Businesses (LB) may encompass all technical areas of the solicitation. We may propose to add team members to be successful during the technical instruction order competitive process. ManTech may add subcontractors to support emerging requirements and will flowdown the applicable small business subcontracting FAR clauses to LB subcontractors.

4.1 Seeking and Identifying New Subcontractors

To ensure that we identify small businesses that provide diversity in terms of size, business ownership status and technical capabilities, and to promote their opportunities to support contract tasking, ManTech's Small Business Liaison Office, headed by Ms. Bowley, has established a number of initiatives for simplifying the teaming process.

Each year, ManTech regularly participates in dozens of conferences that provide small businesses with the opportunity to network with individuals from larger businesses to discuss complementary capabilities, teaming strategies, and opportunities. ManTech uses these conferences as an opportunity to collect information on small businesses and to schedule follow-up appointments with them to exchange capabilities, discuss opportunities, and establish

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relationships upon which we may build future teaming arrangements. The conferences include but are not limited to: Annual Joint Industry/SBA Procurement Conference (SBA Week), Business Opportunity Expo & Awards Presentation, Jet Propulsion Laboratory (JPL) Small Business Round Table, Minority Enterprise Development (MED) Week, Naval Air Warfare Center Aircraft Division (NAWCAD) Business Development Symposium, the NAWCAD Small Business Teaming Conference, TRIAD meetings/seminars, and events sponsored by the National Defense Industrial Association (NDIA) and the Armed Forces Communications and Electronics Association (AFCEA).

To help us provide the best possible solutions to our client(s), ManTech's Small Business Liaison Officer seeks and identifies subcontracting opportunities, especially in niche technical areas of the firms we've teamed with in the past and any additional Small Business Concerns that we add to the team following contract award. In addition, ManTech promotes the use of its Website to attract Small Businesses and provides the ability for Small Businesses to register on-line and thereby communicate their capabilities to all ManTech Business Units and Subsidiaries. Additionally, we subscribe to a third-party web-based resource tool customized specifically to ManTech. The Contracts and Task Order (CATO) management portal connects ManTech to a massive network of possible subcontractors that fulfill both the Navy Ship Maintenance and Logistics Support Information Systems (SMLIS) Program requirements and small business goals. Search parameters include past performances and qualifications; socio-economic status, and demographics (e.g., SBA 8a); security clearance levels; organizational certifications; and geographic location. This additional robust resource enables us to find prioritized matches to the Agency's contract or task order requirements.

(please see: <http://www.mantech.com/about/smallBusiness/Pages/smallBusiness.aspx>)

4.2 Methods Used to Identify Sources

The following Outreach efforts will be used to identify small business partners:

- contacts with minority and small business trade associations
- contacts with business development organizations
- attendance at small and minority business procurement conferences and trade fairs
- sources requested from DoD's System for Award Management (SAM) database and SBA's Dynamic Small Business Search
- ManTech's internal small business database

5.0 IDENTIFICATION DATA

5.1 ManTech's Subcontracting Plan for N00024-14-R-4110:

Plan Administrator:

Name: [REDACTED]
Title: Sr. Subcontracts Administrator
Email Address: [REDACTED]
Telephone: [REDACTED]

The Plan Administrator has general overall responsibility for this subcontracting program, including developing, preparing, and executing this individual subcontracting plan and monitoring performance relative to its requirements of this particular plan. The administrator's

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duties include the following actions to ensure a good faith effort is performed in attaining the plan's goals:

- Ensuring all Small Business Concerns are provided an equitable opportunity to compete for ManTech subcontracts issued under this program.
- Working with [REDACTED] SBLO for ManTech, to develop and promote ManTech's policies that demonstrate the company's commitment to awarding contracts/subcontracts to all Small Business Concerns.
- Supervising or conducting employee training and motivation regarding utilization of all Small Business Concerns. Arranging training for purchasing personnel regarding the intent and impact of Section 8(d) of the Small Business Act on purchasing procedures.
- Maintaining source lists, guides and other data (i.e., vendor size certifications) that identify all Small Business Concerns. Developing and maintaining bidders' lists of all Small Business Concerns. Contacting appropriate organizations (SBA's Dynamic Small Business Search, PTAC (Procurement Technical Assistance Centers), etc.) to identify additional Small Business Concerns as required.
- Ensuring that subcontract procurement packages are designed to permit the maximum possible participation of all Small Business Concerns. Reviewing subcontract solicitations to remove statements, clauses, etc. which might tend to restrict or prohibit participation by all Small Business Concerns.
- Ensuring that ManTech solicitation terms and conditions (e.g., format, wording, response time, specifications, quantities, delivery schedules, terms of payment, etc.) are sufficiently simple and attainable to attract maximum responses from all Small Business Concerns.
- Reviewing each planned procurement (subcontract or purchase order) of \$10,000 or more to ensure maximum solicitation from all Small Business Concerns, and as a minimum, all reasonable efforts are made to:
 - Identify and solicit at least one Small Business Concern source for each item or service previously procured from a LB "single source."
 - Solicit at least three SB's and one SDB for each procurement where adequate competition is known to exist.
 - Ensure that when all Small Business Concern source lists are excessively long, reasonable efforts are made to give all these firms an opportunity to compete over a period of time.
 - Give each newly identified Small Business Concern source an opportunity to compete at the earliest possible date.
- Providing notice to subcontractors concerning penalties for misrepresentation of business status as SB, SDB, WOSB, HUBZone, VOSB and SDVOSB, HBCU/MI and ANCs/Indian Tribes small businesses, for the purpose of obtaining a subcontract.
- Establishing and maintaining subcontract award records.
- Arranging participation in trade associations, business development organizations, and conferences and trade fairs to locate sources for all Small Business Concerns.
- Counseling and discuss subcontracting opportunities with potential Small Business Concerns, and arranging appropriate ManTech assistance (technical, financial, management, etc.) to these firms as required and practicable.
- Reviewing each subcontract of \$650,000 or more planned for award to a LB to ensure that the solicitation includes the FAR 52.219-9 clause or equivalent.
- Reviewing, approving, and monitoring LB subcontractor-subcontracting plans when required.

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- Arranging quarterly reviews of program goals with Program and Contracts staff
- Preparing and submitting timely reports.
- Participating in compliance review by Federal agencies.

5.2 Indirect Costs

The subcontracting plan goals as proposed herein do not include indirect costs.

5.3 Equitable Opportunity

ManTech is committed to providing equitable opportunities to all Small Business Concerns.

Efforts which ManTech will make to ensure that all Small Business Concerns have an equitable opportunity to compete for subcontracts are outlined in the paragraphs below and demonstrated by the records and exhibits in this plan.

5.4 Clauses Inclusion and Flow Down

ManTech agrees to include the clause at FAR 52.219-8, "Utilization of Small Business Concerns" in all subcontracts that offer further subcontracting opportunities. ManTech will require all subcontractors (except SB concerns), who receive subcontracts in excess of \$650,000 to adopt a plan that complies with the requirements of FAR 52.219-9, "Small Business Subcontracting Plan."

ManTech provides notice as required by FAR 52.219-9(e) (4) and in accordance with FAR 52.219-1(c), to subcontractors concerning penalties and remedies for misrepresentation of business status as SB and SDB for the purpose of obtaining a subcontract.

Notice. Under 15 U.S.C. 645(d), any person who misrepresents a firm's status as a small business concern in order to obtain a contract to be awarded under the preference programs established pursuant to sections 8(a), 8(d), 9, or 15 of the Small Business Act or any other provision of Federal Law that specifically references section 8(d) for a definition of program eligibility, shall --

- (1) be punished by imposition of a fine, imprisonment, or both;
- (2) be subject to administrative remedies, including suspension and debarment; and
- (3) be ineligible for participation in programs conducted under the authority of the Act.

5.5 Reporting and Cooperation

ManTech agrees to:

- Cooperate in any studies or surveys as may be required;
- Submit periodic reports in order to allow the customer to determine compliance with this subcontracting plan;
- Submit ISR and SSRs in accordance with the instructions on the eSRS, the Electronic Subcontracting Reporting System, available on line at <http://www.esrs.gov>. If the contract is not available through eSRS, ManTech will submit the ISR via ManTech's SBLO.
- Ensure that subcontractors agree to submit ISRs when applicable.

5.6 Record Keeping

ManTech will maintain the following types of records to demonstrate procedures adopted to comply with the requirements and goals in the subcontracting plan. The records include, but are not limited to:

- All Small Business Concerns' source lists, guides, and other data identifying such vendors.
- Organizations contacted for all Small Business Concerns' sources.

Subcontracts or Purchase Orders over \$150,000 which document:

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- whether SB concerns were solicited, and, if not, why not;
- whether SDB concerns were solicited and, if not, why not;
- whether WOSB concerns were solicited and, if not, why not;
- whether HUBZone small business concerns were solicited and, if not, why not;
- whether VOSB concerns were solicited and, if not, why not;
- whether SDVOSB concerns were solicited and, if not why not;
- whether ANCs and Indian Tribe concerns were solicited and, if not why not; and
- reasons for the failure of solicited concerns to receive the subcontract award.

Records to support subcontract award data including the name, address, and business size of each subcontractor.

Internal activities to:

- guide and encourage purchasing personnel;
- monitor activities to evaluate compliance;
- conduct workshops, seminars and training programs; and
- rigorously maintain source lists and guides of SB's and other identifying data in order to actively solicit the companies on the lists for procuring products and services over the life of a contract. We also continually look for new resources to identify potential subcontractors. The Internet, in particular, has broadened our knowledge of, and accessibility to, SB concerns nationwide.

5.7 Timely Payments to Subcontractors

ManTech uses procedures to ensure timely payments of amounts due, pursuant to the terms of its subcontracts with small business concerns, as required in FAR 19.702. ManTech's policy is to provide prompt payment to these concerns without consideration for the Government's payment to ManTech.

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This subcontracting plan was prepared by:

Prepared by:

Telephone Number:

EMAIL Address:

Signature:

Date:

✓ 4-17-14

This subcontracting plan was reviewed and approved by:

Approved by:

Telephone Number:

EMAIL Address:

Signature:

Date:

✓ 4-17-14

This subcontracting plan was reviewed and approved by:

Approved by:

Telephone Number:

EMAIL Address:

Signature:

Date:

✓ 4-17-14

ManTech Small Business Program Administrator

Approved by: for

Telephone Number:

EMAIL Address:

Signature:

Date:

✓ 4-17-14

This subcontracting plan was reviewed and approved by:

Approved by:

Telephone Number:

EMAIL Address:

Signature:

Date:

4-17-14

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Small Business Subcontracting Plan

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5.8 Agency Approval

This subcontracting plan was reviewed, and determined to provide maximum practicable opportunity for all Small Business Concerns:

This subcontracting plan was reviewed by:

Name: _____
Title: Small Business Administration Representative (PCR)
Telephone Number: _____
Signature: _____
Date: _____

This subcontracting plan was concurred by:

Name: _____
Title: Director, Office of Small and Disadvantaged Business Utilization
Telephone Number: _____
Signature: _____
Date: _____

This subcontracting plan was accepted by:

Name: _____
Title: Contracting Officer
Agency: _____
Telephone Number: _____
Signature: _____
Date: _____